



**CITY OF CORVALLIS
BENEFIT SUMMARY
AFSCME EMPLOYEES**

INSURANCE

Medical/Dental/Vision	<p>Coverage is effective the first of the month following 30 days of employment.</p> <ul style="list-style-type: none"> • Coverage for employee is available, with the City currently paying 100% of the premium. Employee pays 7% of difference between 2-party or family and single. • For employees working $\frac{3}{4}$ time or greater, coverage is available for eligible dependents. City pays 100% of single; Employee pays 7% of difference between 2-party and single. Employee pays 100% of difference between 2-party and family coverage. • For employees working less than $\frac{3}{4}$ time, employee pays full premium amount for eligible dependents.
Life and Accidental Death & Dismemberment	Employees are provided a policy in the amount of one times annual base salary, rounded to the next highest \$1,000. The City fully pays the premium.
Long Term Disability	If an employee is unable to work due to injury or illness, this benefit pays 60% of the employee's salary, after satisfying a 90-day waiting period. The City fully pays the premium.
Supplemental Insurance	<p>There are optional insurance plans in which the employee can enroll at their own expense.</p> <ul style="list-style-type: none"> • Additional life insurance for employee, spouse, and/or eligible dependents. • Additional AD&D insurance for employee or family. • Long Term Care for employee, spouse, and/or other eligible family members.

SAVINGS PLANS

Health Reimbursement Arrangement (HRA) Health Savings Account (HSA)	Employees enrolled in the High Deductible Health Plan (HDHP) receive an annual contribution from the City to one of these accounts. These funds can be used to reimburse the employee's out-of-pocket health care expenses. The City's contribution is \$1500 for single coverage and \$3000 for two-party or family coverage.
Flexible Spending Account (FSA)	Employees are eligible to participate in a pre-tax deferral plan for medical and dependent care expenses. Funds deferred during the calendar year but not claimed by the end of the annual period are forfeited by the employee. (Not eligible for medical FSA if employee has an HSA.)
Retirement Health Savings Plan (RHSP)	Upon the employee's qualification to receive the Wellness Incentive, the City will make a contribution to the employee's RHSP. Vested funds in the RHSP can be used by the employee upon termination of employment (subject to IRS rules if HSA contributions in same year) to pay for out-of-pocket health expenses and insurance premiums. Additional City contributions for longevity after five years of employment.
Wellness Incentive	The City contributes up to 1% of base salary to the RHSP account, if the employee completes an annual health risk assessment (0.4%), obtains an approved health screening (0.3%), and pledges to participate at least quarterly in approved wellness program activities (0.3%).

RETIREMENT

PERS/OPSRP/IAP	The City participates in the Public Employee Retirement System (PERS), the Oregon Public Service Retirement System (OPSRP), and the Individual Account Program (IAP). New employees, who are not already PERS or OPSRP members, become OPSRP members after six full months of employment. The City contributes 6% of monthly wages to the IAP on behalf of the employee.
Deferred Compensation	Employees are eligible to make pre- or post-tax contributions to a 457(b) deferred compensation plan. There is no City contribution to the 457(b) plan.

LEAVE BENEFITS			
Sick Leave	Employees accrue 8 hours of sick leave (pro-rated for part-time) each pay period month, up to a maximum of 872 hours.		
Vacation	Following 6 months of service, employees are eligible to use accumulated vacation hours. Vacation accruals per pay period month are as follows (pro-rated for part-time):		
	Months of Service	Monthly Accrual Rate	Annual Accrual Rate
	1-30 months (0-2.5 years)	8 hours	96 hours (12 days)
	31-60 months (2.5-5 years)	9 hours	108 hours (13.5 days)
	61-120 months (5-10 years)	10 hours	120 hours (15 days)
	121-180 months (10-15 years)	12 hours	144 hours (18 days)
	181-240 months (15-20 years)	14 hours	168 hours (21 days)
	241+ months (20+ years)	16 hours	192 hours (24 days)
	Maximum vacation accrual is 472 hours.		
Bereavement Leave	The City grants up to 4 days of paid leave in the event of a death in the employee's immediate family. This leave can be supplemented by use of vacation or compensatory time.		
Floating Holiday	Employees are credited 12 hours (pro-rated for part-time) of floating holiday upon hire and each June 16 th thereafter. Floating holiday hours must be used by June 15 th of the following year. Unused balances are forfeited by the employee.		
Holidays	Confidential and Management Exempt employees receive eleven paid holidays per calendar year:		
	New Year's Day	Labor Day	
	Martin Luther King Day	Veterans' Day	
	Presidents' Day	Thanksgiving Day	
	Memorial Day	Day after Thanksgiving	
	Juneteenth	Christmas Day	
	Independence Day		
OTHER BENEFITS			
Employee Assistance Program (EAP)	Employees and family members are eligible for up to 4 face-to-face confidential counseling sessions per issue per year. Services also include life balance support including 24-hour crisis help, legal services, financial coaching, identity theft services and other resources.		
Education Tuition Reimbursement	Upon approval of the Department Director, employees may be reimbursed 50-100% of tuition costs for job-related courses taken on the employee's own initiative. For courses taken at the request of the City, the City will pay the full cost of tuition and books.		
Public Service Loan Forgiveness (PSLF)	Public Service Loan Forgiveness (PSLF) is a federal program which forgives the remaining balance on your student loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service		
Other	Library Card: Employees are eligible for a free Corvallis-Benton County Public Library card.		
	529 Oregon College Savings Plan and Treasury Direct: Employees are eligible to direct contributions to these accounts through payroll deduction.		
	Credit Unions: Employees are eligible for membership at Oregon State Credit Union or Central Willamette Credit Union.		
	Emergency Transportation: Employees using alternative transportation to get to work (i.e. carpool, vanpool, transit, bicycling, walking) and are registered with www.getthereoregon.gov are eligible for a taxi ride when there is an unforeseeable emergency.		
	Discounts: Local, regional, and national organizations provide discounts to City employees for phone plans, gym memberships, etc.		

Note: All AFSCME employee benefits and contributions listed on this summary are subject to change. (Updated April 5, 2022)